

Have a Career—Make a Life

In 2006, the City of Fond du Lac's Human Resource department began an initiative titled **"Have a Career – Make a Life."** The purpose of the initiative was to bring the element of an employee's career and life activities on a path that produces wellness, safety, and financial security while simultaneously affecting job productivity and job satisfaction. To create, develop and implement such an initiative, it took the collective engagement of City employees in the planning and implementation process.

To that end, the City established an employee staff development team. Participants on the team were volunteers and came from all departments of the City. Approximately 24 employees participated on an annual basis on this initiative. The employee staff development team was composed of four (4) sub-teams that met independently to identify and implement specific activities relative to their team mission statement. Five years have now passed and it is time now to look back and determine the effectiveness and successes of this initiative – and what a success it has been!!



WELLNESS TEAM MISSION: To educate, support, and empower staff and dependents to im-

prove and maintain their overall health and well-being through healthy lifestyle choices and to create a culture of wellness throughout the City community. The Wellness team works with FABOH representative, Jeff Butz, to incorporate and implement these programs and initiatives for all City employees and spouses. Listed are some of these: Milestones Program, Doing it the Right Weigh, Lunch 'n Learns, HRA's/HRA follow-up sessions, Flu shots, Shape-Up Days, Fitness classes, Blood pressure monitors, Seat belt signage, Health

Care books and quizzes, John Jour-nals and monthly Health Observances, Walk or Whatever, Walktober, Walking maps, Weight Watchers, Scorecard, and Tobacco cessation incentives. The efforts have produced extreme high employee participation and also the presentation of a "Governor's Award."

INSURANCE TEAM MISSION: To review the City's self-funded employees medical insurance plan, general usage data, and recommend annual premium increases to Human Resources.

- Approximately 5 years ago, the City faced an approximately \$1.2 million shortfall in the reserves for the City's self-insured health benefits program. As we enter 2012, that deficit has been erased. The Comptroller, as of March 8, 2011, identified \$890,000 in the reserve account.

- In working with Fond du Lac Area Business on Health (FABOH), the City experiences a 30% health benefit cost reduction through Agnesian that represents approximately \$2 million savings in 2010 alone. The FABOH contract has been extended with Agnesian for 3 years.

- The Virtual Clinic contract with Agnesian Health Care has also been extended for another 3 years.

- The Insurance team has also worked closely with the Wellness team to identify, under the advice and expertise of Glenda Hodge, M3 health insurance consultant, benefit plan changes that add to savings. Union and management work together to include in bargaining agreements employee incentives to take advantage of cost savings and healthy life style changes that directly affect us as individuals.

SAFETY TEAM MISSION: To provide municipal services without accident or injury, sharing responsibility for achieving that goal.

- In the last 5 years, the City

has experienced a reduction in work comp claims in numbers from approximately 140 to 40.

- Our workers compensation carrier has notified us that the mod factors (industry indicators for cost) had been reduced from 1.05 in 2005 to .76 in 2011 which they state is a very significant positive reduction.

The Safety Committee has also identified and implemented numerous safety programs for employees so the successes of the past 5 years continue for both the City and the well-being of employees.

FINANCIAL PLANNING/RETIREMENT INVESTMENT TEAM MISSION: To provide information in assisting staff in financial planning and re-

source management activities that positively affects the quality of life now and at retirement. ICMA-RC, who manages our pre-tax 457 plan and our Roth IRA accounts provided us with the following statistics:

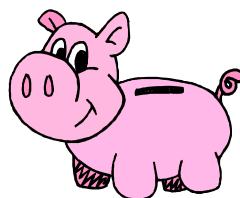
- Since 2006, 55 new accounts have been opened in the 457 pre-tax deferred annuity accounts.

- In 2006, there were \$13,473,331 worth of City dollars employees had in a 457 accounts.

- In 2010, the count had \$14,811,625; a growth of 1,338,294.

- During this period, the City has also provided short investment learning sessions on topics such as: How to invest with no money; How to evaluate a mortgage; Reading an investment portfolio, etc.

- The account percentage return on investment per year was 11.33% for 2006, 6.1% for 2007, -26.23% for 2008, 22.29% for 2009, 11.48% for 2010, or approximately 25% growth over 5 years. The City's ICMA-RC account representative, Meredith Beckman, spends two days every other month with a 30-minute face-to-face consultation session for employees



City of Fond du Lac



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and their spouses who wish to meet with her.



However, it is now time to regroup, relish the past, and plan for the future. To maintain the

success of the past means equal effort needs to be put towards the future. As the City regroups with the retirements of myself and other career veterans, the new leaders with new ideas and the willingness to implement those ideas create the vision for the future. We all must move forward in confidence with hope that tomorrow is better than today. The activities these teams have developed must continue and grow. At some time in your future, you will find yourself at the front of the line as identified as "retired". It is at that important juncture with wellness, safety, insurance, and investment where one with pride can say, "I had a career and I made a life, and I can continue to enjoy it every day."

Teamwork



**Making
Fond du Lac
a safe place
to live,
learn, work,
and play!**

**Success is
never final,
failure is
never
fatal. It's
courage
that counts.
(John
Wooden)**



Have a Career—Make a Life

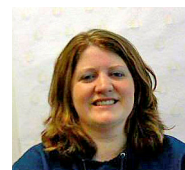
U.S. Marshals Ceremony

On Wednesday, January 5, 2011, four members of the Fond du Lac Police Department were sworn in as special deputies for the U.S. Marshals Service at a ceremony held at the Fond du Lac Police Department. Senior Inspector Patrick Amerson of the U.S. Marshals Service administered the oath to Officers Ben Colwin, Kyle Strands, Nick Hahn and Dan Wilson. The special deputy status allows the officers to assist the U.S. Marshals Service, when authorized, in the investigation and apprehension of fugitives while

outside the jurisdiction of Fond du Lac. The U.S. Marshals Service apprehends federal fugitives, protects the federal judiciary, operates the Witness Security Program, transports federal prisoners and seizes property acquired by criminals through illegal activities. Chief Tony Barthuly expressed the need to continue the excellent partnerships that the Fond du Lac Police Department has with Federal Law Enforcement Agencies such as the U.S. Marshals



Service. Chief Barthuly said, "Our partnership with the U.S. Marshals Service has made Fond du Lac a safer place to live, learn, work and play!" Image: (L to R) Dan Wilson, Ben Colwin, Nick Hahn, Kyle Strands, Senior Inspector Patrick Amerson and Chief Tony Barthuly.



Laurie Moore—Administrative Assistant

Hi, I'm Laurie Moore, the newest member of the Fond du Lac library staff. I started my job as an Administrative Assistant with the library on March 14, 2011. I am so excited to be a part of what is going on at the library. I grew up in Dotyville, Wisconsin on the family farm. It really taught me a great work ethic. I graduated from Campbellsport High School in 1994, and attended Marian College for one semester for Elementary Education, but decided that was not what the future held for me. I transferred to Moraine Park Technical College in Fond du Lac in Winter of

1995 to obtain an Associate Degree in Accounting. I graduated from there in December of 1996. After graduation, I worked for Lone Elm Sales, Inc. in Van Dyne, as an office clerk, until I started my job at the library. I thoroughly enjoy crunching numbers for a living. In 1999, I married my husband and we started our journey together. After a few years of enjoying married life, we had a daughter in 2004 and a son in 2009. At the library, I have various duties that include handling all the revenues and expenses, and getting that information to City Hall, and getting information ready

for the board meeting monthly. I also have various administrative duties on a daily basis. I really love the staff here at the Library. They are all so warm and welcoming. I really hope for this to be a very long career choice like my previous employment. Outside of the library, I love to spend time with my family. I also enjoy any chance I get to play sports including volleyball and softball. This summer, much time will be spent watching my daughter enjoy her baseball and cheerleading. I like to stay very busy and be outside often.

Claire Zakos—Benefits Associate

Hello, I am Claire Zakos, your new Benefits Associate. I am so happy to be a City employee and I look forward to being a resource for you as you navigate through your benefits questions and concerns. I hope you will feel free to get in touch with me should you have a benefits issue.

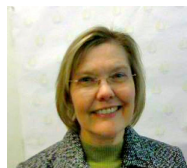
I grew up here in Fond du Lac, graduated from St. Mary's Springs, and earned my Bachelors in Psychology and Masters in Guidance and Counseling from UW-Oshkosh. I married Dean, who also grew up in Fond du Lac, and we have two grown children. Our daughter

lives and works in Milwaukee and our son and daughter-in-law live in Madison. We recently moved back to Fond du Lac to be closer to family after having been away for many years. Our children seem to know their way around town, not by knowing street names, but from visiting regularly through the years. They had lots of fun when they were little at Lakeside and McDermott Parks and we often took part in Walleye Weekend over the years.

My work experience is in the Human Resources field, most recently in

the Benefits area. I really enjoy being part of a team of people who work well together. The combination of working with people and detail-oriented tasks seems to be a great fit for me. I enjoy quilting, knitting, crocheting and reading in my free time and hope to connect with others with those same interests.

Everyone I have met so far here at the City of Fond du Lac has been so welcoming and friendly. I look forward to meeting and working with all of you!



There are no such things as strangers, only friends we haven't met yet.

Congratulations on your service to the City!!

The following employees have hit the following milestones of dedicated service to the City during January–April 2011:

35 Years—Mary Brown

30 Years—Kay Smedburg, Kevin

Lemke, Russ Wiesen, Carol Jewett

25 Years—Mary Beau
20 Years—Joellyn Dahlin

15 Years—Mary Leb, Diane Lemke, Brian Weed, Robert Batura

10 Years—Susan Enders, Scott Krause,

Travis Tuttle, Steven Bebow, Brian Westby, Angela Brickleton

5 Years—Jackie Braatz, Jason Roberts, John Rolfe





City of Fond du Lac

City/County Building
160 S. Macy St.

Police Station
126 N. Main St.

Municipal Service Center
530 Doty St.

Water Plant
40 W. Rees St.

Public Library
32 Sheboygan St.

Main Fire Station
815 S. Main St.

Senior Center
151 E. 1st St.

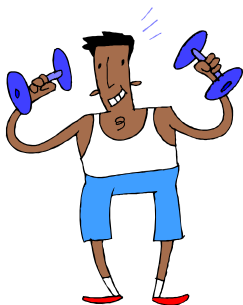
**Wastewater
Treatment Plant**
700 Doty St.

Wellness Team Mission Statement: To educate, support, and empower staff and dependents to improve and maintain their overall health and well-being through healthy lifestyle choices and to create a culture of wellness throughout the City community.

Insurance Team Mission Statement: To review the City's self-funded employees medical insurance plan, general usage data, and recommend annual premium increases to Human Resources.

Financial Planning/Retirement Investment Team Mission Statement: To provide information in assisting staff in financial planning and resource management activities that positively affect the quality of life now and at retirement.

Safety Team Mission Statement: To provide municipal services without accident or injury, sharing responsibility for achieving that goal.



Wellness Scorecard 2010

The wellness scorecard in 2010 was a huge success. There were a total of 275 employees that participated in any one of numerous activities.

We had 192 employees partake in the HRA process, along with 144 who received a flu shot. 166 employees completed the health care quizzes that were sent out, 88 employees participated in Milestones of which 21 employees logged over 325 miles. Doing it the Right Weigh had 75 employees who managed their stress, ate a healthy

breakfast and increased their physical activity over the course of 3 months. Our ICMA-RC plan specialist, Meredith Beckman, met with 138 employees to discuss their financial wellness. Over 200 employees took advantage of the lunch 'n learn topics—Stress Management, Packing a Healthy Lunch, and Personal Protection.

The traveling trophy went to the Assessment Department due to their 100% participation in all of the programs offered. Surveys were sent out

to all employees and we appreciate the large response. The Wellness Team compiled the results and have come up with a Scorecard Program which will run from July 2011 – June 2012. Watch for the roll-out of the improved scorecard in the near future.

